

Benefits Handbook Date January 1, 2025

# **Supplemental Savings & Investment Plan**

Marsh McLennan



# Supplemental Savings & Investment Plan

*The Supplemental Savings & Investment Plan (Plan) is a non-qualified deferred compensation plan that allows eligible employees to accrue benefits for the future and coordinates with the tax-qualified Marsh & McLennan Companies 401(k) Savings & Investment Plan.*

## Plan Summary

This section provides a summary of the Supplemental Savings & Investment Plan as of January 1, 2025.

*Under the Plan, you may elect salary deferrals which are credited on the books of Marsh & McLennan Companies (Company). You can direct your future deferrals into any or all of the Plan's investment lineup. Company Credits are available after you complete one year of vesting service.*

*This section about the Supplemental Savings & Investment Plan, effective as of January 1, 2025, is a summary of the Supplemental Savings & Investment Plan.*

*As used throughout this document, "employee," "you" and "your" always mean a US regular or temporary employee (including US expatriates) of Marsh & McLennan Companies or any subsidiary or affiliate of Marsh & McLennan Companies (other than Marsh & McLennan Agency LLC), including any subsidiaries or successors in interest, paid on a US payroll. References in this section to Marsh & McLennan Companies mean Marsh McLennan.*

*This document uses a number of defined terms. See the "Glossary" on page 50 for the defined terms' definitions.*

## ***This Is Part of a Prospectus***

This section, fund fact sheets and the *Administrative Information* section also constitute part of a prospectus covering securities that have been registered under the Securities Act of 1933, as amended. See below for more details.

The date of this prospectus is December 23, 2024.

Participants may access certain documents, the annual report and certain other documents, relevant to holding Marsh & McLennan Companies, Inc. stock or deferred compensation obligations through the Marsh & McLennan Companies' website, [www.mmc.com](http://www.mmc.com). Select the "Investors" tab at the top of the page, to choose a document category such as the annual report and proxy statement or SEC filings (which include quarterly, annual and other periodic reports filed by Marsh & McLennan Companies with the SEC).

Participants may receive, without charge, upon request to the Plan Administrator, any of the above documents that constitute part of the prospectus, as well as a copy of the annual report from Marsh & McLennan Companies, Inc., copies of other reports, proxy statements and other communications distributed to Marsh & McLennan Companies' shareholders, and the annual report for the Plan. Copies of the documents described may be obtained from the Plan Administrator at the following address:

Marsh & McLennan Companies, Inc.  
c/o Global Benefits Department – 31<sup>st</sup> Floor  
1166 Avenue of the Americas  
New York, NY 10036  
Telephone +1 212 345 5000

All reports and other documents subsequently filed by Marsh & McLennan Companies or the Plan pursuant to Section 13(a), 13(c), 14, 15(d) of the Securities Exchange Act of 1934, as amended, prior to the filing of a post-effective amendment which indicates that all securities offered have been sold or which deregisters all securities then remaining unsold, also will be deemed to be incorporated into this Plan summary and prospectus from the date of the filing of such reports and documents.

### **A Note about ERISA**

Benefits under this Plan are intended to be paid under an arrangement that is an unfunded "excess benefit plan" within the meaning of Section 3(36) of the Employee RETIREMENT Income Security Act of 1974, as amended ("ERISA"). To the extent benefits are not so paid, such benefits shall be paid under an arrangement that is, for ERISA purposes, unfunded and maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

In the case of any conflict between this description of the Supplemental Savings & Investment Plan and the Plan document, the Plan rules govern.

This Plan is not qualified under Section 401(a) of the Internal Revenue Code.

### **A Note on Tax Advice**

The tax laws are complicated and often change. This summary is not intended to provide personal tax advice to any employee, participant or BENEFICIARY.

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## The Plan at a Glance

Plan Feature	Highlights
Plan Type	<ul style="list-style-type: none"> <li>The Supplemental Savings &amp; Investment Plan is a non-qualified deferred compensation plan that allows eligible employees to accrue benefits for the future and coordinates with the tax-qualified Marsh &amp; McLennan Companies 401(k) Savings &amp; Investment Plan.</li> </ul>
Eligibility	<p>You are eligible to participate with respect to a particular Plan year if:</p> <ul style="list-style-type: none"> <li>you are classified as a US regular or temporary employee (including US expatriates) of Marsh &amp; McLennan Companies* or any subsidiary or affiliate of Marsh &amp; McLennan Companies (other than Marsh &amp; McLennan Agency LLC), including any subsidiaries or successors in interest, paid on a US payroll;</li> <li>your annual base pay exceeds the COMPENSATION LIMIT; and</li> <li>you are a participant in the Marsh &amp; McLennan Companies 401(k) Savings &amp; Investment Plan.</li> </ul> <p>See “Participating in the Plan” on page 4 for details.</p>
Enrollment	<p>Enrollment operates on a Plan year basis.</p> <p>You can enroll in the Plan:</p> <ul style="list-style-type: none"> <li>during ANNUAL ENROLLMENT if you meet the eligibility requirements.</li> </ul> <p>See “How the Plan Works” on page 5 for details.</p>
Funding	<ul style="list-style-type: none"> <li>The Supplemental Savings &amp; Investment Plan is an unfunded plan. Payments are made from the Company’s general assets or from a grantor trust (“rabbi trust”), the assets of which are subject to the claims of the Company’s creditors in the event of the Company’s bankruptcy or insolvency. Your right to payment under the Plan is the same as the right of an unsecured general creditor of the Company.</li> </ul>

Plan Feature	Highlights
<b>Deferrals and Credits</b>	<p data-bbox="532 247 1122 275"><b>Employee Deferrals and Company Matching Credits</b></p> <p data-bbox="532 283 1425 378">You can defer at a rate of 1% to 30% of eligible base pay you earn after you have reached applicable COMPENSATION OR CONTRIBUTION LIMITS under the Marsh &amp; McLennan Companies 401(k) Savings &amp; Investment Plan.</p> <ul data-bbox="532 386 1425 573" style="list-style-type: none"> <li>Once you have completed one year of VESTING SERVICE, the Company will allocate a Company matching credit each pay period of 50% on the first 6% of your eligible base pay that you defer in a pay period to the Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.)</li> </ul> <p data-bbox="532 581 797 609"><b>Fixed Company Credits</b></p> <ul data-bbox="532 617 1425 867" style="list-style-type: none"> <li>Once you have completed one year of Vesting service, if you are employed by an eligible participating company, you will receive a fixed Company credit each pay period to the Plan equal to 4% of your eligible base pay for such pay period, whether or not you elect to make employee deferrals to the Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) These credits are referred to as “FIXED COMPANY CREDITS.”</li> </ul> <p data-bbox="532 875 1005 903">For purposes of fixed COMPANY CREDITS:</p> <ul data-bbox="532 911 1390 1077" style="list-style-type: none"> <li>Eligible base pay is limited to amounts over the IRS limit on compensation (\$350,000 for 2025) that may be considered under the Marsh &amp; McLennan Companies 401(k) Savings &amp; Investment Plan.</li> <li>Eligible participating companies include all MMC companies except Marsh &amp; McLennan Agency LLC.</li> </ul> <p data-bbox="532 1085 786 1113"><b>Additional Information</b></p> <p data-bbox="532 1121 1425 1341">Annual discretionary performance-based COMPANY MATCHING CREDITS (paid in the first quarter of the following year) were also contributed for Plan years 2006, 2007 and 2008. Throughout this document “Company Matching Credits” refers collectively to the core Company matching credits and the discretionary performance-based Company matching credits. On and after January 1, 2009, core Company matching credits are referred to as Company matching credits.</p> <p data-bbox="532 1350 1365 1411">On and after January 1, 2017, the Company matching credits and fixed Company credits are collectively referred to as “Company credits.”</p> <p data-bbox="532 1419 1122 1446">See “Deferrals and Credits” on page 12 for details.</p>
<b>Vesting</b>	<ul data-bbox="532 1467 1425 1593" style="list-style-type: none"> <li>You are always 100% vested in all deferral amounts credited to your account under the Plan.</li> <li>You are fully vested in Company matching and fixed Company amounts credited to your account.</li> </ul>

Plan Feature	Highlights
<b>Notionally Investing Deferrals and Credits</b>	<ul style="list-style-type: none"> <li>Please note that your account under the Supplemental Savings &amp; Investment Plan is an unfunded, “notional” arrangement. This means that Marsh McLennan or your employer do not make actual “deposits” to a traditional trust or financial institution in your name. Your account under the Plan, for accounting and computational purposes, simply tracks your employer’s notional contributions made on your behalf and tracks the notional investment results of your account as if your account had actually been invested in the options you select.</li> <li>You can notionally invest your account in any notional fund offered under the Plan. Your deferrals can be allocated to notional investments other than notional shares of Marsh &amp; McLennan Companies stock.</li> <li>You can change the notional investment direction that applies to both future deferrals and Company credits.</li> <li>You may not diversify any amounts that are credited to your accounts as notional shares of Marsh &amp; McLennan Companies stock.</li> <li>You may move all or portions of your existing account balance that is not invested in notional shares of Marsh &amp; McLennan Companies stock to any or all of the other notional investment options offered by the Plan.</li> </ul> <p>See “Notionally Investing Your Account Balance” on page 18 for more details.</p>
<b>When Benefits are Paid</b>	<p>You are entitled to payment of your:</p> <ul style="list-style-type: none"> <li>post-2004 account as soon as administratively practicable but no longer than 90 days** following your death or disability (as defined in the Supplemental Savings &amp; Investment Plan) or your separation from service on account of RETIREMENT (as defined in the Supplemental Savings &amp; Investment Plan).</li> <li>pre-2005 account following your termination of employment for any reason (including termination by reason of Retirement) or death.</li> <li>In either case, the payment is made without regard to when you receive a Marsh &amp; McLennan Companies 401(k) Savings &amp; Investment Plan distribution.</li> </ul> <p>See “When Benefits Are Paid” on page 32 for details.</p>
<b>Contact Information</b>	<p>For more information, contact the:</p> <p>Supplemental Savings &amp; Investment Plan</p> <p>Marsh McLennan HR SERVICES</p> <p>Phone: +1 866 374 2662</p>

\* Reference in this document to “Marsh McLennan” means Marsh & McLennan Companies, Inc. and its subsidiaries and affiliates other than Marsh & McLennan Agency LLC and its subsidiaries and affiliates.

\* This standard (“as soon as administratively practicable”) will be objectively determined and although it may change over time, at any given time the standard will be uniformly applied to similarly-situated participants without any discretion to change that time period and, in any event, will never be longer than 90 days following your distribution event date.

## Alight Financial Advisors

Alight Financial Advisors (“AFA”), an independent federally registered investment advisor, provides retirement advice and planning services. If you have an account



balance in the Marsh & McLennan Companies 401(k) Savings & Investment Plan or the Marsh & McLennan Agency 401(k) Savings & Investment Plan, you have access to their two levels of advisory service offerings: Online Advice and Professional Management. These two offerings provide a range of services based on your needs – from Online Advice which is a do-it-yourself online retirement planning option and Professional Management where Alight Financial Advisors will manage and monitor your 401(k) account. If you choose to participate in the Online Advice and/or Professional Management options with respect to the Marsh & McLennan Companies 401(k) Savings & Investment Plan or the Marsh & McLennan Agency 401(k) Savings & Investment Plan, then AFA will also take your benefit under the Supplemental Savings & Investment Plan into account when providing these 401(k)-related advisory services.

In addition, AFA provides access to Personal Advisor provided by Edelman Financial Engines. This program offers personalized investment management of your outside assets from Edelman Financial Engines advisors. The Professional Management program and Personal Advisor are fee-based options.

For information on how the Alight Financial Advisors services work with the Plan, call +1 866 374 2662 or:

- If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning.
- If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and select **Alight**.

## Participating in the Plan

### *Eligibility*

You are eligible to participate with respect to a particular Plan year if:

- you are classified as a US regular or temporary employee (including US expatriates) of Marsh & McLennan Companies or any subsidiary or affiliate of Marsh & McLennan Companies (other than Marsh & McLennan Agency LLC), including any subsidiaries or successors in interest, paid on a US payroll;
- your annual base pay exceeds the COMPENSATION LIMIT; and
- you are a participant in the Marsh & McLennan Companies 401(k) Savings & Investment Plan.

The Plan Administrator has discretion to determine eligibility; you'll be sent an invitation if you are determined to be eligible.

However, individuals who are leased employees, who are compensated as independent contractors, who are employed in Puerto Rico, or who are employees of Marsh & McLennan Agency LLC (MMA) are not eligible to participate.

References in this section to Marsh & McLennan Companies mean Marsh McLennan.

## How the Plan Works

### ***Enrollment***

Enrollment operates on a Plan year basis.

You can enroll in the Plan:

- during ANNUAL ENROLLMENT if you continue to meet the eligibility requirements.

If you receive a mid-year salary change that increases your annual base pay above the COMPENSATION LIMIT eligibility threshold, you must wait until the next Annual Enrollment for an invitation to participate.

You must make elections under both the Supplemental Savings & Investment Plan and the Marsh & McLennan Companies 401(k) Savings & Investment Plan to enroll in the employee deferral portion of the Plan.

If you remain eligible to participate in the Supplemental Savings & Investment Plan, you must make an election during Annual Enrollment to participate in the Plan for the upcoming year. If you do not make an election, your deferrals will end with the last payroll of the Plan year. The Plan year is defined as January – December within this document.

Generally, deferrals will start in the pay period in which you reach an IRS limit under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.

### ***Supplemental Savings & Investment Plan Annual Enrollment Elections***

Each year that you are eligible (your annual base pay exceeds the IRS limit on compensation for tax qualified plans), you will be invited to participate in the Supplemental Savings & Investment Plan. At that time you must actively enroll in the Plan in order to make employee deferrals for such year.

If you choose to participate, you must make your deferral elections during the Supplemental Savings & Investment Plan's Annual Enrollment period. A new notional investment direction election is not required.

Please remember, you must make two separate elections to enroll in both the Supplemental Savings & Investment Plan and the Marsh & McLennan Companies 401(k) Savings & Investment Plan. Unless you have an active election in the Marsh & McLennan Companies 401(k) Savings & Investment Plan and make an active annual election in the Supplemental Savings & Investment Plan during Annual Enrollment, the election to participate in the employee deferral portion of the Supplemental Savings & Investment Plan will be considered incomplete and void. A Marsh & McLennan Companies 401(k) Savings & Investment Plan automatic enrollment is not considered a valid active enrollment election for your Supplemental Savings & Investment Plan enrollment. Your opportunity to participate in the employee deferral portion of the

Supplemental Savings & Investment Plan for the upcoming Plan year will be considered forfeited.

If you choose not to participate in the employee deferral portion of the Plan, you will not be eligible to receive COMPANY MATCHING CREDITS. However, you will still be eligible for FIXED COMPANY CREDITS if you attain one year of VESTING SERVICE and are employed by an eligible participating company (eligible participating companies include all MMC companies except Marsh & McLennan Agency LLC). For this reason, you may make an initial distribution election under the Plan during the annual enrollment period preceding the commencement of your fixed COMPANY CREDITS. **If you do not make an initial distribution election at such time, then your fixed Company credits will be subject to the Plan's default distribution rules for post-2004 account balances, and there are limits to your ability to make future changes to the timing and form of payment.** See "Annual Enrollment Deferral Elections" on page 6 for more information.

### ***Annual Enrollment Deferral Elections***

Under the Supplemental Savings & Investment Plan you may:

- elect to defer 1% to 30% of eligible base pay on a before-tax basis.

Under the Marsh & McLennan Companies 401(k) Savings & Investment Plan you may:

- elect to contribute 1% to 75% of eligible base pay on a before-tax basis.
- elect to contribute 1% to 75% of eligible base pay on a Roth 401(k) basis (the sum of your before-tax and Roth 401(k) contribution rate cannot exceed 75%).
- waive your catch-up contributions (catch-up contributions are automatic unless you opt to waive catch-up contributions) if eligible (includes Roth catch-up contributions).

You cannot make any traditional after-tax contributions to the Marsh & McLennan Companies 401(k) Savings & Investment Plan if you wish to make employee deferrals under the Supplemental Savings & Investment Plan for the year. Please note that Roth 401(k) contributions and Roth catch-up contributions to the Marsh & McLennan Companies 401(k) Savings & Investment Plan do not affect your ability to make employee deferrals under the Supplemental Savings & Investment Plan for the year.

If you make employee deferrals under the Supplemental Savings & Investment Plan for a Plan Year, you cannot make any changes to your deferral elections under the Supplemental Savings & Investment Plan and the Marsh & McLennan Companies 401(k) Savings & Investment Plan during the Plan year. A block will be placed on your contribution rate following Annual Enrollment. Once you save your elections, you will receive a confirmation number under each plan. If you have a valid email address on file, you will receive a confirmation statement via email; otherwise, it will be mailed to your address on file generally within two business days of processing.

At the beginning of the next enrollment period, the block will be lifted and you can make changes to your deferral elections during Annual Enrollment under both the Marsh &

McLennan Companies 401(k) Savings & Investment Plan and the Supplemental Savings & Investment Plan for the following year, if you remain eligible.

In addition, if you elected the automatic annual increase feature in the Marsh & McLennan Companies 401(k) Savings & Investment Plan, such feature will not take effect going forward once you elect to make deferrals under the Supplemental Savings & Investment Plan.

If you cease making deferrals under the Supplemental Savings & Investment Plan in the future, you must re-elect the automatic annual increase feature under the Marsh & McLennan Companies 401(k) Savings & Investment Plan in order to resume participating in that feature. (Such feature is available as long as you are no longer making deferrals under the Supplemental Savings & Investment Plan, even if you are still eligible to continue receiving fixed Company credits.)

### *Deferral Elections*

You may go to Colleague Connect

(<https://mmcglobal.sharepoint.com/sites/colleagueconnect>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning or call HR SERVICES at +1 866 374 2662 to elect or change your:

- Supplemental Savings & Investment Plan deferral rate.

A Supplemental Savings & Investment Plan deferral rate election is required each year. A new notional investment direction election is not required. You may want to review your notional investment direction elections at least annually.

Separately, you will also need to go to Colleague Connect

(<https://mmcglobal.sharepoint.com/sites/colleagueconnect>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning or call HR Services at +1 866 374 2662 to make any changes to your:

- Marsh & McLennan Companies 401(k) Savings & Investment Plan contribution rate (includes Roth).
- Catch-up contribution election (includes Roth catch-up contribution), if eligible. (Catch-up contributions will automatically be made unless you have elected to waive them. If you waive catch-up contributions for a Plan year, you will need to change your election during the designated Supplemental Savings & Investment Plan Annual Enrollment period to elect catch-up contributions for the next Plan year.)

You cannot make any changes to your deferral elections under the Supplemental Savings & Investment Plan and the Marsh & McLennan Companies 401(k) Savings & Investment Plan during the Plan year. The deferral election on file at the end of the Annual Enrollment period will be the election processed.

### Annual Enrollment Distribution Elections

Your **initial** distribution elections under the Supplemental Savings & Investment Plan include options to select:

- a method of payment (single lump sum or annual installments) for your distribution.
- the timing of payment(s) for the distribution.
- your post-2004 account balance immediately following the date you die, become disabled or separate from service on account of RETIREMENT.
- your post-2004 account balance in the first calendar quarter of the year following the date you die, become disabled or separate from service on account of retirement.
- your post-2004 account balance a in the first calendar quarter of the fifth year following the date you die, become disabled or separate from service on account of retirement.
- Your initial distribution election takes effect immediately. All subsequent method of payment changes to your distribution elections for your account balance are required to be on file for at least 12 months to be effective. **If you change your method of payment for your post-2004 distribution election, your first payment under your changed distribution election must be at least five years after the first payment under your previous distribution election (five year delay not applicable in cases of death and disability).** A change in your method of payment automatically dictates a change to the timing of your payment. Special rules apply if you do not make a distribution election when you are first eligible.

### *Special Rules for Post-2004 Balance*

If you do not make an affirmative initial distribution election when you are first eligible, you will receive your post-2004 account balance in a single LUMP SUM PAYMENT in the event you die or become disabled (after you are approved for benefits under the Marsh & McLennan Companies Long Term Disability Plan in accordance with that plan's provisions and have received benefits under that plan and the Marsh & McLennan Companies Short Term Disability Benefits Policy for a total continuous period of 12 months for a single physical or mental condition), or separate from service on account of retirement. If you change your distribution election for your post-2004 balance, your change cannot accelerate payment of your post-2004 balance. Changes to your distribution election for your post-2004 balance may only extend the duration of your payment term, not shorten it. For example, you may change the duration of your installment payments from five to ten years but not vice versa. The only exception is that you may change from annual installment payments to a single lump sum payment.

**If you change your distribution election for your post-2004 balance, your first payment under your changed distribution election must be at least five years after the first payment date under your previous distribution election (disability and death are not subject to five year delay).** A change in your method of payment automatically dictates a change to the timing of your payment.

Under “How Benefits Are Paid” on page 34 see “Distribution Elections/Changes” on page 35 for more details and important restrictions on changing distribution elections.

If you are **changing** your distribution elections for your post-2004 account balance in the Supplemental Savings & Investment Plan, the method of payment election options are:

- a single lump sum; or
- annual installments (from 2 to 15 years).

**Remember:** Your initial distribution election takes effect immediately. All subsequent method of payment changes to your distribution election for your post-2004 account balance are required to be on file for at least 12 months to be effective. **If you change your method of payment for your post-2004 distribution election, your first payment under your changed distribution election must be at least five years after the first payment date under your previous distribution election (five year delay not applicable in cases of death and disability).** A change in your method of payment automatically dictates a change to the timing of your payment.

### Pre-2005 Account Balance Options

Your election must be on file for at least 12 months before you are first eligible for a distribution to be effective.

Your pre-2005 account balance distribution options include:

- your pre-2005 account balances immediately following termination (including for reason of Retirement) or death (default option).
- your pre-2005 account balances following the first calendar quarter of the year following termination (including for reason of Retirement) or death.
- your pre-2005 account balances following the first calendar quarter of the fifth year following termination (including for reason of Retirement) or death.

**Note:** Your pre-2005 account balance cannot be paid upon the event of disability since disability does not trigger a termination event. Pre-2005 account balances can only be distributed following termination or death.

### Post-2004 Account Balance Options

If you change your method of payment for your post-2004 distribution election, your first payment under your changed distribution election must be at least five years after the first payment date under your previous distribution election (disability and death are not subject to five year delay). Method of payment changes to your distribution elections for your post-2004 account balance are required to be on file for at least 12 months to be effective. A change in the method of payment automatically dictates a change to the timing of your payment.

You may extend the duration of your payment term for your post-2004 account balance, not shorten it, or change from annual installment payments to a single lump sum



payment. You may choose annual installment payments over a minimum of two years and up to a maximum of 15 years.

The timing of payment options are described below.

- If you previously elected to commence receiving a distribution immediately following the date you die, become disabled or separate from service on account of retirement or if you did not make any affirmative election, **and you have not previously changed your election**, then you may make a change in the method of payment:
  - (1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution immediately following the date you die or become disabled.
  - (2) In the case that you separate from service on account of retirement, you will receive your distribution immediately following the fifth anniversary of the date you separate from service on account of your retirement. Important Reminder: If **you have previously changed your distribution election**, your distribution cannot be made until an additional five years later for each change. For example, second change tenth anniversary, third change fifteenth anniversary, etc.
- If you previously elected to commence receiving your distribution in the first calendar quarter of the year following the date you die, become disabled or separate from service on account of retirement **and you have not previously changed your election** then if you make a change in the method of payment:
  - (1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution in the first calendar quarter of the year following the date you die or become disabled.
  - (2) In the case that you separate from service on account of retirement, you will receive your distribution in the first calendar quarter of the year following the fifth anniversary of the date you separate from service on account of your retirement. Important Reminder: If **you have previously changed your distribution election**, you must add five years for each change. For example, second change first calendar quarter of the year following the tenth anniversary, third change first calendar quarter of the year following the fifteenth anniversary, etc.
- If you previously elected to commence receiving your distribution in the first calendar quarter of the fifth year following the date you die, become disabled or separate from service on account of retirement **and you have not previously changed your election** then if you make a change in the method of payment:
  - (1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution in the first calendar quarter of the fifth year following the date you die or become disabled.
  - (2) In the case that you separate from service on account of retirement, you will receive your distribution in the first calendar quarter of the year following the tenth anniversary of the date you separate from service on account of your retirement. Important Reminder: If **you have previously changed your distribution election**,

you must add five years for each change. For example, second change first calendar quarter of the year following the fifteenth anniversary, third change first calendar quarter of the year following the twentieth anniversary, etc.

Special rules apply if you do not make a distribution election when you are first eligible or if you wish to change your distribution elections. Under “How Benefits Are Paid” on page 34 see “Distribution Elections/Changes” on page 35 for more details and important restrictions on changing distribution elections.

### Post-2004 Account Balance

Your initial distribution election takes effect immediately. All subsequent changes to your distribution election for your post-2004 account balance are required to be on file for at least 12 months to be effective. If you change your method of payment for your post-2004 distribution election, your first payment under your changed distribution election must be at least five years after the first payment date under your previous distribution election (disability and death are not subject to five year delay). A change in your method of payment automatically dictates a change to the timing of your payment.

If you do not make an affirmative initial distribution election, your post-2004 account balance will default to the single lump sum option and will be paid immediately following the date you die, or become disabled or you separate from service on account of Retirement (as defined in the Supplemental Savings & Investment Plan).

If you decide to enroll in the employee deferral portion of the Plan, you may go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/colleagueconnect>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning to make an initial election.

If you decide not to enroll in the employee deferral portion of the Plan but are eligible to receive fixed Company credits, you may make a distribution election for your fixed Company credits.

To change a distribution election, complete the *SSIP Post 2004 Distribution Election Change Form* as instructed. To obtain a form, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning; then click **Savings Summary** and select **Plan Information** under Resources or call HR Services at +1 866 374 2662.

You cannot change your distribution election once you have terminated.

### Pre-2005 Account Balances

You may change the method and timing of your distribution election for your pre-2005 account balance (pre-2005 deferrals, related Company Matching Credits and related notional investment earnings, if any). Your election must be on file for at least 12 months before you are first eligible for a distribution to be effective.



If your most recent election was in effect less than 12 months before you retire or die, your pre-2005 account balance will be paid in accordance with any previous election that was on file for at least 12 months.

If no election has been on file for at least 12 months, your pre-2005 account balance will generally be paid in a single lump sum in the year that your employment ends.

To verify your elections, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning or call HR Services at +1 866 374 2662.

To change an election, complete the *SSIP Pre 2005 Distribution Election Change Form* as instructed. To obtain a form, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning; then click **Savings Summary** and select **Plan Information** under Resources or call HR Services at +1 866 374 2662.

You cannot change your distribution election once you have terminated.

## Deferrals and Credits

### Employee Deferrals

You can defer at a rate of:

- 1% to 30% of eligible base pay you earn after you have reached applicable COMPENSATION OR CONTRIBUTION LIMITS under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.

#### COMPANY MATCHING CREDITS:

- Company Matching Credits on your combined contributions to the Marsh & McLennan Companies 401(k) Savings & Investment Plan and deferrals under the Supplemental Savings & Investment Plan of up to the first 6% of eligible base pay. You are not eligible for Company Matching Credits until you have completed one year of VESTING SERVICE as described under the Marsh & McLennan Companies 401(k) Savings & Investment Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) There is no Company Matching Credit on your deferrals in excess of 6% of eligible base pay.

The Company will allocate a Company matching credit each pay period of 50% on the first 6% of your eligible base pay that you defer in a pay period to the Plan.

### Fixed Company Credits

Once you have completed one year of vesting service, if you are employed by an eligible participating company, you will receive a fixed Company credit each pay period to the Plan equal to 4% of your eligible base pay for such pay period, whether or not you elect

to make employee deferrals to the Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) These credits are referred to as "FIXED COMPANY CREDITS."

For purposes of fixed COMPANY CREDITS:

- Eligible base pay is limited to amounts over the IRS limit on compensation (\$350,000 for 2025) that may be considered under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.
- Eligible participating companies include all MMC companies except Marsh & McLennan Agency LLC.

### ***Additional Information***

Annual discretionary performance-based Company matching credits (paid in the first quarter of the following year) were also contributed for Plan years 2006, 2007 and 2008. Throughout this document "Company Matching Credits" refers collectively to the core Company matching credits and the discretionary performance-based Company matching credits. On and after January 1, 2009, core Company matching credits are referred to as Company matching credits.

On and after January 1, 2017, the Company matching credits and fixed Company credits are collectively referred to as "Company credits."

### **Vesting**

You are always 100% vested in all deferral and Company credit amounts credited to your account under the Plan.

### **Effect on Other Company Benefits**

Your Supplemental Savings & Investment Plan deferrals will reduce your current income tax liability, but will not reduce most of your other pay-related benefits from the Company, such as the amount of benefits payable under the Life Insurance Program and Long Term Disability Plans. If you have elected to make deferrals to the Supplemental Savings & Investment Plan during the Plan year, you cannot make traditional after-tax contributions and you cannot change your before-tax and/or Roth 401(k) contribution rate or waive or change your catch-up or Roth catch-up contribution election in the Marsh & McLennan Companies 401(k) Savings & Investment Plan. You can make changes to your elections under both the Marsh & McLennan Companies 401(k) Savings & Investment Plan and the Supplemental Savings & Investment Plan for the following Plan year during the next Supplemental Savings & Investment Plan ANNUAL ENROLLMENT period.

### **Rollovers Into the Plan**

Rollovers into the Plan are not allowed.

## Company Matching Credits

### *Eligibility for Company Matching Credits*

Once you have completed one year of VESTING SERVICE, the Company will match your combined contributions to the Marsh & McLennan Companies 401(k) Savings & Investment Plan and deferrals under the Supplemental Savings & Investment Plan of up to 6% of eligible base pay. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) There is no Company matching credit on deferrals in excess of 6% of eligible base pay.

### What Pay Counts

Eligible base pay for the purpose of this Plan is your base pay (which does not include overtime, bonuses, commissions and other extra compensation) before deductions. For eligibility purposes, your base pay is reviewed prior to the ANNUAL ENROLLMENT period.

### Company Match Rate

After you complete one year of VESTING SERVICE:

- the Company will allocate a Company matching credit each pay period of 50% on the first 6% of your eligible base pay that you defer in a pay period to the Plan.
- You can maximize the amount of Company match received by deferring at least 6% of your eligible base pay to your account.

If you contribute to this Plan as well as the Marsh & McLennan Companies 401(k) Savings & Investment Plan, during the period (if applicable) in which you make deferrals to both plans concurrently, only up to 6% in combined employee deferrals may be matched.

### Transfers from Non-Participating Marsh McLennan

If you transfer from a company that does not participate in the Plan (for example, a company based in another country) to one that does, you are eligible to join the Plan during the next ANNUAL ENROLLMENT period for the following Plan year, provided you otherwise meet the Plan's eligibility requirements. If you enroll in the Plan during this Annual Enrollment period and have at least one year of service with an affiliated employer, you will be eligible to receive COMPANY MATCHING CREDITS during the following Plan year.

### Employees of Acquired Businesses

If you are an employee of a business that is acquired by a participating company during a Plan year, you are eligible to join the Plan during the next ANNUAL ENROLLMENT period for the following Plan year, provided you otherwise meet the Plan's eligibility requirements. If you enroll in the Plan during this Annual Enrollment period and have at least one year of VESTING SERVICE, you will be eligible to receive COMPANY MATCHING CREDITS during the following Plan year.

## If You Are Rehired

If you had at least one year of VESTING SERVICE before you terminated employment and you meet the Plan eligibility requirements, the Company match will resume immediately after you re-enroll.

## If You Take a Leave of Absence

Because COMPANY MATCHING CREDITS are conditioned on your deferrals and are made only when you are deferring to the Plan, they will be suspended when you take an unpaid leave of absence (including long term disability).

Your deferrals and Company matching credits will resume automatically upon your return from a leave of absence within the same Plan year. There will be no retroactive deferrals or Company matching credits for the period of your leave.

If you take a paid leave of absence, contributions will continue during the leave.

## Fixed Company Credits

### *Eligibility for Fixed Company Credits*

Once you have completed one year of VESTING SERVICE, if you are employed by an eligible participating company, you will receive a fixed Company credit each pay period to the Plan equal to 4% of your eligible base pay for such pay period, whether or not you elect to make employee deferrals to the Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) These credits are referred to as "FIXED COMPANY CREDITS."

For purposes of fixed COMPANY CREDITS:

- Eligible base pay is limited to amounts over the IRS limit on compensation (\$350,000 for 2025) that may be considered under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.
- Eligible participating companies include all MMC companies except Marsh & McLennan Agency LLC.

## What Pay Counts

Eligible base pay for the purpose of this Plan is your base pay (which does not include overtime, bonuses, commissions and other extra compensation) before deductions. For eligibility purposes, your base pay is reviewed prior to the ANNUAL ENROLLMENT period.

## Transfers from Non-Participating Marsh McLennan Entities

If you transfer from a company that does not participate in the Plan (for example, a company based in another country) to one that does, you are eligible to join the Plan during the next ANNUAL ENROLLMENT period for the following Plan year, provided you otherwise meet the Plan's eligibility requirements. If you have at least one year of service with an affiliated employer, you will be eligible to receive FIXED COMPANY CREDITS, provided you otherwise meet the Plan's eligibility requirements. The Fixed

COMPANY CREDITS will not begin until the Plan year following your initial Annual Enrollment period.

## **Employees of Acquired Businesses**

If you are an employee of a business that is acquired by a participating company during a Plan year, you are eligible to join the Plan during the next ANNUAL ENROLLMENT period for the following Plan year, provided you otherwise meet the Plan's eligibility requirements. If you have at least one year of VESTING SERVICE, you will become eligible to receive FIXED COMPANY CREDITS, provided you otherwise meet the Plan's eligibility requirements. The Fixed COMPANY CREDITS will not begin until the Plan year following your initial Annual Enrollment period, even if you were previously credited with one year of Vesting Service on account of pre-acquisition service.

## **If You Are Rehired**

If you had at least one year of VESTING SERVICE before you terminated employment, you will become eligible to receive FIXED COMPANY CREDITS, provided you otherwise meet the Plan's eligibility requirements. The Fixed COMPANY CREDITS will not begin until the Plan year following your initial ANNUAL ENROLLMENT period as a rehired employee.

## **If You Take a Leave of Absence**

Because the FIXED COMPANY CREDITS are conditioned on your eligible base pay, they will be suspended when you take an unpaid leave of absence (including long term disability).

Upon your return, fixed COMPANY CREDITS will resume (to the extent you remain eligible for them), and there will be no retroactive fixed Company credits for the period of your leave.

If you take a paid leave of absence, fixed Company credits will continue during the leave.

## **Your Deferrals**

You can defer 1% to 30% of eligible base pay you earn after you have reached applicable COMPENSATION OR CONTRIBUTION LIMITS under the Marsh & McLennan Companies 401(k) Savings & Investment Plan. You make deferrals in increments of 1% of eligible base pay (before deductions). Your deferrals are credited to your account each pay period.

## Relationship to Marsh & McLennan Companies 401(k) Savings & Investment Plan Deferral Elections

Your deferral elections under this Plan are made independently of your Marsh & McLennan Companies 401(k) Savings & Investment Plan contribution elections. However:

- deferrals will not commence unless and until you have reached an applicable IRS limit under the Marsh & McLennan Companies 401(k) Savings & Investment Plan; and
- if you have elected to make deferrals to the Supplemental Savings & Investment Plan during the Plan year, you cannot make traditional after-tax contributions and you cannot change your before-tax and/or Roth contribution rate or waive or change your catch-up or Roth catch-up contribution election in the Marsh & McLennan Companies 401(k) Savings & Investment Plan. You can make changes to your elections under both the Marsh & McLennan Companies 401(k) Savings & Investment Plan and the Supplemental Savings & Investment Plan for the following Plan year during the next Supplemental Savings & Investment Plan ANNUAL ENROLLMENT period.
- In addition, if you elected the automatic annual increase feature in the Marsh & McLennan Companies 401(k) Savings & Investment Plan, such feature will not take effect going forward once you elect to make deferrals under the Supplemental Savings & Investment Plan.
- If you cease making deferrals under the Supplemental Savings & Investment Plan in the future, you must re-elect the automatic annual increase feature under the Marsh & McLennan Companies 401(k) Savings & Investment Plan in order to resume participating in that feature. (Such feature is available as long as you are no longer making deferrals under the Supplemental Savings & Investment Plan, even if you are still eligible to continue receiving fixed Company credits.)

## Changing Your Deferrals

Once you elect a deferral rate, you may not change your election or stop your deferrals during the Plan year. The final election on file at the close of the ANNUAL ENROLLMENT period will be the deferral rate for the year. You will not be able to stop or change the deferral for the remainder of the Plan year.

During Annual Enrollment (usually held during the fourth quarter of the year) you may make a new election for the following year if you remain eligible for the Plan.

A confirmation number will be provided once you have completed your annual election. To complete your annual election, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning. A confirmation statement will be provided based on your communication preferences, generally within two business days from the date of your request.

## Stopping Your Deferrals

Once you elect a deferral rate, you may not change your election or stop your deferrals during the Plan year. The final election on file at the close of the ANNUAL ENROLLMENT period will be the deferral rate for the year. You will not be able to stop or change the deferral for the remainder of the Plan year. If your deferrals stop because you decline to participate in the Supplemental Savings & Investment Plan during Annual Enrollment, you may re-enroll during the next Annual Enrollment (usually held during the fourth quarter of the year) if you remain eligible for the Plan.

## Your Deferrals If You Take an Unpaid Leave of Absence or Go on Long Term Disability

Your deferrals (as well as any COMPANY CREDITS) will automatically stop when you take an unpaid leave of absence or go on long term disability. If you return from an unpaid leave of absence (within six months or longer period required by law or contract) or long term disability within the same Plan year, your deferral election automatically will resume, and there will be no retroactive deferrals or Company credits for the period of your leave. If you do not make a new investment direction election, your prior notional investment direction elections that were in effect at the time you went on an unpaid leave of absence or long term disability will be followed.

If you are on an unpaid leave of absence or long term disability during an ANNUAL ENROLLMENT period, information will be forwarded to you instructing you about how to make an election for the Supplemental Savings & Investment Plan during Annual Enrollment for the upcoming Plan year. Your new election will become effective upon your return to active status within that upcoming Plan year.

## Notionally Investing Your Account Balance

### ***Crediting Accounts with the Investment Performance of Notional Investment Options***

The Supplemental Savings & Investment Plan is an unfunded plan. Payments are made from the Company's general assets or from a grantor trust ("rabbi trust"), the assets of which are subject to the claims of the Company's creditors in the event of the Company's bankruptcy or insolvency. Your right to payment under the Plan is the same as the right of an unsecured general creditor of the Company.

Your deferrals and Company Credit amounts are credited with notional net earnings based on the return of Marsh & McLennan Companies stock and other notional investment options you select.

Please note that your account under the Supplemental Savings & Investment Plan is an unfunded, "notional" arrangement. This means that Marsh McLennan or your employer do not make actual "deposits" to a traditional trust or financial institution in your name. Your account under the Plan, for accounting and computational purposes, simply tracks your employer's notional contributions made on your behalf and tracks the notional



investment results of your account as if your account had actually been invested in the options you select.

### **Marsh & McLennan Companies Stock**

If you have elected notional shares of Marsh & McLennan Companies stock for any portion of your deferrals, that portion is considered notionally invested in shares of Marsh & McLennan Companies stock. This is done by converting the dollar credits in your account on the Company's books into notional shares of Marsh & McLennan Companies stock. This conversion is generally done on a daily basis using the New York Stock Exchange closing price of Marsh & McLennan Companies stock for that trading day.

If Marsh McLennan pays a dividend on its outstanding Marsh & McLennan Companies common stock, your account will be credited with the same notional dollar amount for each notional share of Marsh & McLennan Companies stock credited to your account on the record date for dividend payment. These dividend equivalents that are credited to your account under the Plan are then converted into additional notional shares of Marsh & McLennan Companies stock based on the closing price of Marsh & McLennan Companies stock on the dividend payment date. Thus, the value of your account under the Plan that is represented by notional shares of Marsh & McLennan Companies stock will fluctuate with the value of those units which mirror the value of Marsh & McLennan Companies stock, which trades on the New York Stock Exchange.

### **Other Notional Investment Options**

If you have elected a notional investment option other than the notional shares of Marsh & McLennan Companies stock for any portion of your deferrals, that portion is considered invested in those notional investment options. This is done by converting the dollar credits to your account on the Company's books into shares representing your designated notional investment options. This conversion is done on each trading day.

If the actual fund pays a cash dividend, income distribution or other amount, your account will be credited with the same dollar amount based on the number of notional investment option shares credited to your account relating to that fund on the record date for such payment. The dividend equivalents that are credited to your account under the Plan are then converted to additional notional investment option shares representing the applicable fund's value on the payment date. Thus, the value of your account invested in notional investment options will fluctuate with the value of those shares which mirror the value of the underlying funds.

### **Notional Investment of Employee Deferrals**

You can choose different notional investment options including notional shares of Marsh & McLennan Companies stock for your future deferrals and COMPANY CREDITS.



It is important to remember that you may not diversify any amounts that are credited to your accounts as notional shares of Marsh & McLennan Companies stock, including:

- any current accumulated balances; and
- any amounts that you choose to have invested in notional shares of Marsh & McLennan Companies stock in the future.

## Changing Notional Investment Direction

You can change the notional investment direction that applies to both future deferrals and future COMPANY CREDITS. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning or call HR SERVICES at +1 866 374 2662.

Changes to the notional investment directions of future deferrals and Company credits will take effect on a per-pay-period basis. Changes must be submitted by 4 p.m. Eastern time one business day prior to the pay date to be reflected for the pay period.

If you have a valid email address on file, you will receive a confirmation via email.

The timing of particular transactions may vary in the event of extraordinary circumstances.

## Moving Money Among Notional Investment Options

You may move all or portions of your existing account balance that is not notionally invested in notional shares of Marsh & McLennan Companies stock to any or all of the other notional investment options offered by the Plan.

There are two ways in which you can move your existing diversifiable balance:

- **fund reallocation:** A fund reallocation is a rebalancing of the portion of your account that is not notionally invested in notional shares of Marsh & McLennan Companies stock. You specify the percentages you want in each notional investment option. You may limit the reallocation to the value of your employee deferrals or the value of your COMPANY CREDITS; provided, however, that your reallocation may not include any amounts notionally invested in notional shares of Marsh & McLennan Companies stock.
- **fund to fund transfer:** A fund to fund transfer is a transfer from a specific notional fund into one or more specific replacement notional fund(s). This includes specific dollars, shares or percentages.

Reallocations of balances among funds or fund-to-fund transfers are limited to one per calendar month. If your election is made by 4 p.m. Eastern time, the change will take effect the same day. Remember that once amounts are notionally invested in notional shares of Marsh & McLennan Companies stock, they may not be transferred or reallocated to any other notional investment option. If you are an active employee, go to

Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning. If you are a terminated employee, go to <https://careers.marshmclennanmc.com/global/en/us-benefits> and select **Alight**.

If you have a valid email address on file, you will receive a confirmation via email.

Please be aware that excessive exchange activity (inclusive of transactions within personal brokerage accounts and RETIREMENT accounts), including any transactions you initiated based on recommendations you receive from the Edelman Financial Engines Online Advice service or any other advice service, may result in a limitation being placed on your account for exchanges in and exchanges out activity (no new deferrals or exchanges allowed for the fund). If it is deemed that any of your transactions within the Marsh & McLennan Companies 401(k) Savings & Investment Plan, Marsh & McLennan Agency 401(k) Savings & Investment Plan, Supplemental Savings & Investment Plan and Cash Bonus Award Voluntary Deferral Plan involve market timing you will receive communication notifying you of this determination. The recordkeeper is responsible for providing fund managers with aggregate participant trading information (sent via secure transmission and used only for the purpose of monitoring excessive trading) and for enforcing any trading restrictions/suspensions imposed. Please read the fund prospectuses for more information.

The timing of particular transactions may vary in the event of extraordinary circumstances.

## Your Notional Investment Options

You can invest your account in any notional investment fund offered under the Plan, including notional investment funds and Marsh & McLennan Companies Stock Units. It is important to remember that you may not diversify any amounts that are credited to your account as Marsh & McLennan Companies Stock Units.

The notional funds available as of December 23, 2024 are listed below by category of investment. Generally, notional investment options based on stable value funds are considered to have the lowest risk and lowest potential returns. The remaining categories of notional investment options are generally believed to have increasing risk and potential returns in the following order: bond funds, balanced funds (bonds and stocks) and stock funds. The list below is not meant to suggest any ranking within a particular category of investment. One important element of investment risk is diversification of investments. Concentrated investments, like notional shares of Marsh & McLennan Companies stock, which are notionally invested solely or primarily in one investment, are generally considered to carry greater risk with the potential for greater return. However, you should remember that investment risk reflects factors in addition to diversification, such as creditworthiness of the issuer and investment term.

## Understanding Investment Diversification

To help achieve long-term RETIREMENT security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Diversification, or spreading your assets among different types of notional investments, can help you achieve a favorable rate of return, while helping to lower your overall risk of losing

money. This is because at any given time, market or other economic conditions that cause one category of assets, or one particular security, to perform well may cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Supplemental Savings & Investment Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the notional investment options under the Supplemental Savings & Investment Plan to help ensure that your retirement savings will meet your retirement goals.

### ***Notional Investment Options Offered in the Plan***

	<b>Target Date</b> <ul style="list-style-type: none"> <li>▪ BlackRock LifePath Dynamic Retirement Fund</li> <li>▪ BlackRock LifePath Dynamic 2030 Fund</li> <li>▪ BlackRock LifePath Dynamic 2040 Fund</li> <li>▪ BlackRock LifePath Dynamic 2050 Fund</li> <li>▪ BlackRock LifePath Dynamic 2060 Fund</li> <li>▪ BlackRock LifePath Dynamic 2070 Fund</li> </ul>
	<b>Balanced</b> <ul style="list-style-type: none"> <li>▪ Vanguard Wellington Fund</li> </ul>
	<b>Money Market</b> <ul style="list-style-type: none"> <li>▪ Vanguard Cash Reserves Federal Money Market Fund</li> </ul>
	<b>US Intermediate-Term Bond</b> <ul style="list-style-type: none"> <li>▪ Loomis Sayles Core Plus Fixed Income Fund</li> <li>▪ Vanguard Total Bond Market Index Fund</li> </ul>

**US Large-Cap Blend Stock**

- Vanguard 500 Index Fund

**US Large-Cap Growth Stock**

- T. Rowe Price Blue Chip Growth Fund

**US Large-Cap Value Stock**

- Dodge & Cox Stock Fund
- Putnam Large Cap Value Fund

**US Small/Mid-Cap Blend Stock**

- Vanguard Extended Market Index Fund

**Foreign Stock**

- American Funds EuroPacific Growth Fund
- Vanguard Total International Stock Index Fund

**Employer Stock**

- MMC Stock

Investors should carefully consider the investment objective, risks, charges, and expenses of an investment option or fund before investing. For a prospectus and, if available a summary prospectus or offering statement, if applicable for a fund or investment option, or for a fund fact sheet containing this and other information about any investment option or fund in the Plan, call the Plan's toll-free number at +1 866 374 2662 or if you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select Pay & Benefits, and click My Pay & Benefits then under the Savings drop down click Investments then the Fund Performance tab for fund fact sheets and click Fund Prospectus/Offering Statements for prospectuses and offering statements. If you are a terminated employee, go to <https://careers.marshmcclennan.com/global/en/us-benefits> and select Alight; then under the Savings drop down click Investments then the Fund Performance tab for fund fact sheets and click Fund Prospectus/Offering Statements for prospectuses and offering statements. Read the prospectus and, if available, summary prospectus or offering statement, if applicable for a fund or investment option, and fund fact sheet carefully before making any investment decisions. Investing involves risk, including the risk of loss.

Supplemental Savings & Investment Plan participants should carefully consider the investment objectives, risks, charges and expenses of an investment option or fund available for notional investment of your Plan book entry account before electing a notional investment option or fund. For a prospectus and, if available a summary prospectus or offering statement, if applicable for a fund or investment option, or for a fund fact sheet containing this and other information about any investment option or fund option that is available for notional investment in the Plan, please call +1 866 374 2662 or if you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning; then under the Savings drop down click **Investments** then the Fund Performance tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering

statements. If you are a terminated employee, go to <https://careers.marshmcclennan.com/global/en/us-benefits> and select **Alight**; then under the Savings drop down click **Investments** then the Fund Performance tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering statements. Read the prospectus and, if available, summary prospectus, or offering statement, if applicable for a fund or investment option and fund fact sheet carefully before making any notional investment decisions.

You assume the responsibility for the investment choices you make for your account with this type of plan.

The notional investment funds offered in the Plan can be classified a number of ways; the categories reflect the general composition of the funds. Alternative classification systems, such as by style (e.g., value, growth, blend) or market capitalization (e.g., large-cap, mid-cap, small-cap), can highlight different aspects of the funds. The following are investment categories and notional funds offered under the Plan. Each category has different risk and return characteristics. It is important that you read the fund prospectus and select the notional fund(s) that meet your investment goals before making your notional investment decision.

Keep in mind that Plan participation involves investment risk. If the value of the notional investment options you have elected for your deferrals decreases, the value of your account will decrease.

The notional investment options are generally similar as the funds available under the tax-qualified Marsh & McLennan Companies 401(k) Savings & Investment Plan, but your investment direction elections under this Plan are independent from those you make under the Marsh & McLennan Companies 401(k) Savings & Investment Plan. The Company may change the available choices from time to time.

## *Target Date*

### **BlackRock LifePath Dynamic Funds**

Invest in various investment strategies (stocks, bonds, money market instruments, and other asset classes), and link the strategy mix to a target retirement year. Each BlackRock LifePath Dynamic Fund's objective is to maximize total return with a risk level considered appropriate for the particular BlackRock LifePath Dynamic Fund's time horizon. The fund's investment manager changes the strategy mix, making it more conservative, as the target retirement year approaches. Each BlackRock LifePath Dynamic Fund has a different level of risk.

## *Money Market*

### **Vanguard Cash Reserves Federal Money Market Fund**

Seeks to provide current income while maintaining liquidity and a stable share price of \$1. The fund invests at least 99.5% of its total assets in cash, U.S. government securities, and/or repurchase agreements that are collateralized solely by U.S. government securities or cash (collectively, government securities). Although the fund invests in short-term U.S. government securities, the amount of income that a

shareholder may receive will be largely dependent on the current interest rate environment.

### *US Intermediate-Term Bond*

#### **Loomis Sayles Core Plus Bond Fund**

Seeks high total investment return through a combination of current income and capital appreciation. Under normal market conditions, the Fund will invest at least 80% of its net assets (plus any borrowings made for investment purposes) in bonds, which include debt securities of any maturity. In addition, the Fund will invest at least 65% of its net assets in investment grade securities. The Fund will generally seek to maintain an effective duration of +/- 2 years relative to the Bloomberg U.S. Aggregate Bond Index. The Fund may also invest up to 20% of its assets, at the time of purchase, in bonds rated below investment grade and up to 10% of its assets in non-U.S. dollar-denominated securities. There is no minimum rating for the securities in which the Fund may invest.

#### **Vanguard Total Bond Market Index Fund**

The Fund seeks to track the performance of a broad, market-weighted bond index. The index is the Bloomberg U.S. Aggregate Float Adjusted Index. This Index measures the performance of a wide spectrum of public, investment-grade, taxable, fixed income securities in the United States, all with maturities of more than 1 year.

### *Balanced*

#### **Vanguard Wellington Fund**

The investment seeks to provide long-term capital appreciation and moderate current income. The fund invests 60% to 70% of its assets in dividend-paying and, to a lesser extent, non-dividend-paying common stocks of established large companies. The remaining 30% to 40% of the fund's assets are invested mainly in fixed income securities that the advisor believes will generate a moderate level of current income. These securities include investment grade corporate bonds, with some exposure to U.S. Treasury and government agency bonds, and mortgage-backed securities.

### *US Large-Cap Blend Stock*

#### **Vanguard 500 Index Fund**

The Fund employs an indexing investment approach designed to track the performance of the Standard & Poor's 500 Index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. The Fund attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the Index, holding each stock in approximately the same proportion as its weighting in the Index.

### *US Large-Cap Growth Stock*

#### **T. Rowe Price Blue Chip Growth Fund**

Seeks to provide long-term capital growth with income as a secondary objective. The fund normally invests at least 80% of its net assets in the common stocks of large- and

mid-cap blue chip growth companies. Blue chip growth companies are firms that, in the investment adviser's view, are well established in their industries and have the potential for above-average earnings growth. The fund focuses on companies with leading market positions, seasoned management, and strong financial fundamentals. The fund's investment approach reflects the belief that solid company fundamentals (with emphasis on the potential for above-average growth) combined with a positive industry outlook will result in a higher stock price. Some of the companies the adviser targets for the fund should have good prospects for dividend growth. At times, the fund may have a significant portion of its assets invested in the same economic sector, such as the information technology sector. While most assets are typically invested in U.S. common stocks, the fund may invest in foreign stocks in keeping with its objective(s).

### *US Large-Cap Value Stock*

#### **Dodge & Cox Stock Fund**

Seeks long-term growth of principal and income, and as a secondary objective, seeks to achieve a reasonable current income. Under normal circumstances, the Fund will invest at least 80% of its total assets in equity securities, including common stocks, depositary receipts, certain preferred stocks, securities convertible into common stocks, and securities that carry the right to buy common stocks (e.g., rights and warrants). The Fund may invest up to 20% of its total assets in U.S. dollar-denominated securities of non-U.S. issuers traded in the United States that are not in the S&P 500 Index. The Fund may use equity options or total return swaps referencing single stocks or stock indices to create or hedge equity exposure. The Fund may also use futures referencing stock indices such as the S&P 500 Index to equitize, or create equity market exposure, approximately equal to some or all of its cash and cash equivalents, receivables, and similar nonequity assets, or to hedge against a general downturn in the equity markets. The Fund typically invests in medium-to-large well-established companies based on standards of the applicable market. In selecting investments, the Fund typically invests in companies that, in Dodge & Cox's opinion, appear to be temporarily undervalued by the stock market but have a favorable outlook for long-term growth.

#### **Putnam Large Cap Value Fund**

Fund invests mainly in common stocks of U.S. companies, with a focus on value stocks that offer the potential for capital growth, current income, or both. Under normal circumstances, Fund invests at least 80% of the fund's net assets in large-cap companies of a size similar to those in the Russell 1000 Value Index. Fund may also invest in midsize companies.

### *US Small/Mid Cap Blend Stock*

#### **Vanguard Extended Market Index Fund**

The Fund employs an indexing investment approach designed to track the performance of the Standard & Poor's Completion Index, a broadly diversified index of stocks of small and mid-size U.S. companies. The S&P Completion Index contains all of the U.S. common stocks regularly traded on the New York Stock Exchange and the Nasdaq over-the-counter market, except those stocks included in the S&P 500 Index. The Fund invests by sampling the Index, meaning that it holds a broadly diversified collection of



securities that, in the aggregate, approximates the full Index in terms of key characteristics. These characteristics include industry weightings and market capitalization, as well as certain financial measures, such as price/earnings ratio and dividend yield.

### *Foreign Stock*

#### **American Funds EuroPacific Growth Fund**

The fund invests primarily in common stocks of issuers in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Normally the fund will invest at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. A country will be considered part of Europe if it is part of the MSCI European indexes, and part of the Pacific Basin if any of its borders touches the Pacific Ocean. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets.

#### **Vanguard Total International Stock Index Fund**

The Fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. The FTSE Global All Cap ex US Index includes approximately 8,327 stocks of companies located in 48 markets. The Fund invests all, or substantially all, of its assets in the common stocks included in its target index.

### *Employer Stock*

#### **Marsh & McLennan Companies Stock**

Seeks a return that closely approximates the return of Marsh & McLennan Companies common stock. The fund consists of notional shares of Marsh & McLennan Companies common stock. Investing in a single-stock fund involves additional risk due to the fund's lack of diversification.



## Learning More About the Notional Investment Options

You should read the fund fact sheet and the prospectus or offering statement for each fund. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning; then under the Savings drop down click **Investments** then the Fund Performance tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering statements. If you are a terminated employee, go to <https://careers.marshmcclennan.com/global/en/us-benefits> and select **Alight**; then under the Savings drop down click **Investments** then the Fund Performance tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering statements.

You may also speak directly with a representative of the fund company. The phone number and service hours can be found in the fund's prospectus or offering statement.

## Number of Notional Investment Options You May Elect

Your deferrals and COMPANY CREDITS can be invested in as many of the Plan's notional investment options as you wish. Your investment direction election must be in 1% increments.

It is important to remember that you may not transfer or reallocate any amounts that are credited to your accounts as notional shares of Marsh & McLennan Companies stock.

## Outside Investments

All amounts credited to the Plan are based on notional investment options offered by the Plan. You may not select notional investment options that are not offered by the Plan.

## Making Notional Investment Option Elections

To select your notional investment option election that applies to both future employee deferrals and future Company credits, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning or call HR SERVICES at +1 866 374 2662.

Transactions involving selecting or changing the notional investment direction that applies to both future employee deferrals and future COMPANY CREDITS must be submitted by 4 p.m. Eastern time one day prior to the pay date.

Transactions involving the reallocation/transfer of existing account balances must be submitted by 4 p.m. Eastern time to take effect the same day.

If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning.

If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and select **Alight**.

If you have a valid email address on file, you will receive a confirmation via email.

While you are a Plan participant:

- you may select the notional investment direction that applies to both your future employee deferrals and Company credits;
- you may select new notional investments for your existing account (by electing a fund reallocation or a fund to fund transfer of your existing balance).

Be sure to read the fund prospectus and, if available, summary prospectus, offering statement, if applicable for a fund or investment option, and fund fact sheet carefully before making your notional investment decision because you are responsible, under this type of plan, for gains and losses resulting from your investment direction elections.

## **No Notional Investment Direction Election**

If as a new participant, you do not make a notional investment direction election, both your future deferrals and COMPANY CREDITS (if applicable) will be notionally invested automatically in one of the BlackRock LifePath Dynamic Funds (the BlackRock LifePath Dynamic Fund that most closely matches your RETIREMENT year – based on the Plan's normal retirement age of 65).

You can change the investment direction that applies to both your future deferrals and Company credits or transfer or reallocate the portion of your account in investment options other than Marsh & McLennan Companies Stock Units.

Remember that you can never diversify the portion of your account credited with Marsh & McLennan Companies Stock Units.

## **Responsibility for Notional Investment Option Decisions and Performance**

You are responsible for your investment choices and the investment results of those choices (except for pre-2005 deferrals and COMPANY CREDITS that were automatically invested or a selected investment election in notional shares of Marsh & McLennan Companies stock and not diversifiable). Note – You are responsible for your choice to invest in notional shares of Marsh & McLennan Companies stock.

The Plan's representatives are not responsible for any losses resulting from your decisions to invest (or not invest) in particular notional investment options (including investments you choose to make in notional shares of Marsh & McLennan Companies stock). The investment fund fact sheets and the current prospectus (or offering statement) referenced on the fund fact sheet for each fund for which it is available, contain helpful information in making your notional investment option decisions, including: the investment fund's investment strategy, any annual operating expenses or fees associated with an investment in the fund, and past investment performance.

Copies of these materials may be obtained from the investment fund's manager as noted on the fund fact sheets. In addition, copies of these materials are maintained online. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning; then under the Savings drop down click **Investments** then the **Fund Performance** tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering statements. If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and select **Align**; then under the Savings drop down click **Investments** then the **Fund Performance** tab for fund fact sheets and click **Fund Prospectus/Offering Statements** for prospectuses and offering statements for Supplemental Savings & Investment Plan fund/investment option information. If you are unable to access the information you need in the preceding manner, you may contact the Plan Administrator for hard copies. Certain additional information is also available on request.

You are not required to participate in the employee deferral portion of the Plan and it is your decision whether or not to save money for long-term goals (such as RETIREMENT) through the Plan or in some other way.

No one investment or mix of investments is appropriate for everyone. Your investment choices may depend on many personal factors such as:

- your risk tolerance.
- the number of years until you plan to retire.
- your life expectancy.
- whether you need to provide for a spouse or other dependents while you are alive and after you die.
- other assets owned by you and/or your spouse and how they are invested.

You may wish to consult a personal investment or financial advisor to help you make your investment decisions. In addition, there are independent services and publications that provide ratings and other asset and return information about stocks and mutual funds that may be helpful to you in making your decisions under the Plan. For example, some periodicals, such as Forbes and Consumer Reports, also rate mutual funds. (Of course, you should never make an investment decision solely in reliance upon these ratings.) You should also remember, in making your investment decisions, that past investment return is no guarantee of future performance. No one at Marsh McLennan and no Plan representative is authorized to provide you with investment advice or recommend the most appropriate investment choice(s) for you. In addition, any investment information furnished to you by the Plan, and any references in this summary to periodicals or other publications, are solely for your convenience and are not intended to constitute investment advice from the Plan or any Plan representative.

## Ability to Diversify

Notional shares of Marsh & McLennan Companies stock credited to your account cannot be diversified into any other notional investment option.

This restriction on diversification out of notional shares of Marsh & McLennan Companies stock applies regardless of whether deferrals and COMPANY CREDITS were automatically invested in notional shares of Marsh & McLennan Companies stock or were so invested at your election.

## Directing, Reallocating and Valuing Notional Investment Options

You can direct the notional investment of future deferrals and your COMPANY CREDITS. The same investment direction election will apply to both your Company credits and your employee deferrals.

If you do not make an active election, your employee deferrals and Company credits will automatically be credited with the return of one of the BlackRock LifePath Dynamic Funds (the BlackRock LifePath Dynamic Fund that most closely matches your RETIREMENT year – based on the Plan's normal retirement age of 65).

Account balances can be reallocated or transferred at any time, except for amounts notionally invested in notional shares of Marsh & McLennan Companies stock. Amounts invested in notional shares of Marsh & McLennan Companies stock including employee deferrals and Company credit balances, cannot be reallocated. **You may make one change per calendar month to your notional investment allocation of your account.**

You can monitor changes to the value of your Supplemental Savings & Investment Plan account balance daily. Your account will be valued on a daily basis.

Changes in the notional investment direction that applies to both future deferrals and Company credits must be submitted by 4 p.m. Eastern time one business day prior to the pay date.

Fund reallocations of existing deferrals and Company Credits must be submitted by 4 p.m. Eastern time to take effect the same day.

## About Marsh & McLennan Companies Stock

### ***Marsh & McLennan Companies Stock Dividends***

If Marsh McLennan pays a dividend on its outstanding Marsh & McLennan Companies common stock, your account will be credited with the same notional dollar amount for each notional share of Marsh & McLennan Companies stock credited to your account on the record date for dividend payment.

## ***Voting Rights on Marsh & McLennan Companies Stock and Other Notional Investment Options***

You do not have any voting rights on your Marsh & McLennan Companies Stock Units or any other notional investment option.

## **When Benefits Are Paid**

### ***Distribution Eligibility***

You are entitled to payment of your:

Post-2004 account balances as soon as administratively practicable but no longer than 90 days\* after you:

- die,
- become disabled (as defined in the Supplemental Savings & Investment Plan), or
- separation from service on account of RETIREMENT,

without regard to when you receive a Marsh & McLennan Companies 401(k) Savings & Investment Plan distribution.

\* This standard ("as soon as administratively practicable") will be objectively determined and although it may change over time, at any given time the standard will be uniformly applied to similarly-situated participants without any discretion to change that time period and, in any event, will never be longer than 90 days following your distribution event date.

Pre-2005 account balances after you:

- terminate employment for any reason including Retirement, or
- die,

without regard to when you receive a Marsh & McLennan Companies 401(k) Savings & Investment Plan distribution.

Note: Your pre-2005 account balance cannot be paid upon the event of disability since disability does not trigger a termination event. Pre-2005 account balances can only be distributed following termination or death.

You are considered eligible to retire if you terminate your employment with the Company when you are at least age 55 with 5 years of VESTING SERVICE or you are age 65 or older.

If you terminate employment and you are not eligible to retire, your account will be distributed in a single lump sum automatically.

You can't borrow from the Plan. Loans and in-service withdrawals are not allowed.

### Post-2004 Distributions

Internal Revenue Code (IRC) Section 409A, enacted as part of The American Jobs Creation Act of 2004, imposes rules that govern post-2004 account balance in the Supplemental Savings & Investment Plan. IRC Section 409A impacts post-2004 account balance distributions. Post-2004 account balance distributions must be distributed as soon as administratively practicable, and, in general no later than 90 days following a permissible IRC Section 409A distribution event.

IRC Section 409A distribution events include:

- Death.
- Disability – you are absent from work due to your own physical or mental condition and you receive six months pay under the Marsh & McLennan Companies Short Term Disability Benefits Policy and six months pay under the Marsh & McLennan Companies Long Term Disability Plan. The total 12-month payment period under the Short Term Disability Benefits Policy and Long Term Disability Plan must be continuous and must relate to a single physical or mental condition.
- Separation from Service.

### Separation from Service

You are considered to have separated from service when:

- The number of hours you perform service for the Company in a week is 20% or less of the average weekly hours you worked during the previous three-year period.
- You are on an unpaid leave of absence for more than six months (or longer period if required by law or contract).

### Separation from Service Due to a Reduction in Hours

In accordance with the rules under IRC Section 409A, a separation from service is deemed to occur when the number of hours you perform service for the Company in a week is 20% or less of the average weekly hours you worked during the previous three-year period. If you perform services as a salaried employee, your regularly scheduled hours are used to determine the number of hours performed. If you should perform services as an hourly-paid employee or as an independent contractor, your actual hours will be used to determine if a separation from service has occurred. You do not have to terminate employment to incur a separation from service.

If you terminate your employment but continue to perform service for the Company on any basis, you will be deemed to have incurred a separation from service only if the number of hours you work per week is 20% or less than the average number of hours you worked per week over the previous three years.

### Separation from Service Due to an Unpaid Leave of Absence

A separation from service is deemed to occur if you are on an unpaid leave of absence for more than six months (or longer period if required by law or contract).

## How Benefits Are Paid

### *Distribution Options*

The methods of payment offered under the Plan depend upon your reason for leaving.

Under “How Benefits Are Paid”, see “Distribution Elections/Changes” on page 35 for details and restrictions on changing your distribution election for your post-2004 account balance.

<b>Post-2004 Account Balances</b>	<ul style="list-style-type: none"> <li>▪ Distribution options elected during your initial enrollment are effective immediately.</li> <li>▪ Distribution election changes must be on file for 12 months to be effective.</li> <li>▪ If you change your distribution election, your first payment under your changed distribution election must be at least five years (disability and death are not subject to the five year delay) after the first payment date under your previous distribution election. A change in your method of payment automatically dictates a change to the timing of your payment.</li> <li>▪ If you are a specified employee (generally the 50 top-paid officers), you may not receive a distribution earlier than six months after separation from service on account of your RETIREMENT or termination of employment. The six month delay will not apply to distributions made in the event you die or become disabled.</li> </ul>
Reason for leaving	Payment forms
<ul style="list-style-type: none"> <li>▪ Death</li> <li>▪ Disability (as defined in Supplemental Savings &amp; Investment Plan)</li> <li>▪ Separation from service on account of retirement</li> </ul>	<p><b>Initial Distribution Elections</b></p> <p>You may elect to receive your post-2004 account balance as:</p> <ul style="list-style-type: none"> <li>▪ a single lump sum; or</li> <li>▪ annual installments (from 2 to 15 years).</li> </ul> <p>If you did not make an affirmative initial distribution election, your post-2004 account balance was defaulted to the single lump sum distribution option and will be paid immediately following the date you die or become disabled or separate from service on account of your retirement.</p> <p>You or your BENEFICIARY can begin to receive payment(s):</p> <ul style="list-style-type: none"> <li>▪ <u>immediately</u> following the date you die, become disabled or separate from service on account of retirement;</li> <li>▪ <u>in the first calendar quarter of the year</u> following the date you die, become disabled or separate from service on account of retirement; or</li> <li>▪ <u>in the first calendar quarter of the fifth year</u> following the date you die, become disabled or separate from service on account of retirement.</li> </ul> <p>Special rules apply to changing your distribution elections (see “Post-2004 Account Balance Options” for details).</p>



<b>All other terminations</b>	If you terminate on a voluntary or involuntary basis and that termination does not qualify as a retirement under the terms of the Supplemental Savings & Investment Plan, you will be paid in a lump sum immediately following your separation from service regardless of whether you have a valid distribution election on file. In other words, you cannot determine or affect the time or form of your payment under these circumstances.
<b>Pre-2005 Account Balances</b>	<ul style="list-style-type: none"> <li>▪ Distribution option changes must be on file for 12 months to be effective.</li> </ul>
<b>Termination for reasons of:</b> <b>Retirement</b> <b>Death</b>	<p>You may elect to receive your pre-2005 account balance as:</p> <ul style="list-style-type: none"> <li>▪ a single lump sum; or</li> <li>▪ annual installments (from 2 to 15 years).</li> </ul> <p>Note: Your pre-2005 account balance cannot be paid upon the event of disability since disability does not trigger a termination event. Pre-2005 account balances can only be distributed following termination or death.</p> <p>You or your beneficiary can begin to receive payment(s):</p> <ul style="list-style-type: none"> <li>▪ <u>immediately</u> following the date you retire or die;</li> <li>▪ <u>the first calendar quarter of the year</u> following the date you retire or die; or</li> <li>▪ <u>the first calendar quarter of the fifth year</u> following the date you retire or die.</li> </ul> <p>Special rules apply to changing your distribution elections.</p>
<b>All other terminations</b>	Your only method of payment is a single lump sum after your termination of employment (voluntary and involuntary) even if you haven't requested a distribution under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.

The portion of your account notionally invested in notional shares of Marsh & McLennan Companies stock will be paid in shares of Marsh & McLennan Companies stock (a book-entry account will be set up with the Company's TRANSFER AGENT) and the balance of your account will generally be paid by check.

## Distribution Elections/Changes

### ***Your Initial Post-2004 Account Balance Distribution Election***

The initial distribution election you make for your post-2004 account balance when you are first eligible (during your first ANNUAL ENROLLMENT period) will be effective immediately.

If you do not make an affirmative initial distribution election when you are first eligible (during your first Annual Enrollment period), your post-2004 account balance will be defaulted to the single LUMP SUM PAYMENT distribution option and will be paid immediately following the date you die, become disabled (after you are approved for benefits under the Marsh & McLennan Companies Long Term Disability Plan in accordance with that plan's provisions and have received benefits under that plan and the Marsh & McLennan Companies Short Term Disability Benefits Policy for a total



continuous period of 12 months for a single physical or mental condition) or separate from service on account of your RETIREMENT. Any change to your post-2004 distribution election you make thereafter will be considered a change that is subject to the special rules for changing elections for your post-2004 account balance.

### ***Changing Your Post-2004 Account Balance Distribution Election***

You may change the method of payment for your post-2004 account balance (deferrals made in 2005 or later, related COMPANY CREDITS and related notional investment earnings, if any) in accordance with special rules described below.

- Any change made to your post-2004 distribution election will not take effect until 12 months or later. If you become eligible for a distribution of your post-2004 account balance within the 12 month period after you file a new distribution election, you will receive payment in accordance with your previous distribution election on file. If you have no election on file, you will receive a single lump sum payment immediately following the date you die, become disabled (as defined in the Supplemental Savings & Investment Plan) or you separate from service on account of retirement. If you terminate on a voluntary or involuntary basis and that termination does not qualify as retirement under the terms of the Supplemental Savings & Investment Plan, you will be paid in a single lump sum immediately following your separation from service, regardless of whether you have a valid distribution election on file.
- A change to your post-2004 distribution election automatically dictates a change to the timing of your payment.
- Generally, a change to your distribution election cannot accelerate payment of your post-2004 account balance; changes to your distribution election may only extend your payment term, not shorten it. For example, you may change the duration of your installment payments from five years to 10 years, but not vice versa. The only exception is that you may change from installment payments to a single lump sum payment. Note: You cannot change your installment distribution election once you have terminated.

If you are a specified employee (generally includes the 50 top-paid officers), you may **not** receive a distribution of post-2004 balance (deferrals made in 2005 or later, related company credits and related notional investment earnings, if any) earlier than six months after separation from service on account of retirement or termination of employment. The six month delay will not apply to distributions made in the event you die or become disabled (as defined in the Supplemental Savings & Investment Plan).

To change an election, complete the *SSIP Post 2004 Distribution Election Change Form*

as instructed. To obtain a form, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning; then click **Savings Summary** and select **Plan Information** under Resources or call HR Services at +1 866 374 2662.

You cannot change your distribution election once you have terminated.

### ***Changing Your Pre-2005 Account Balance Distribution Election***

You may change the method and timing of your distribution election for your pre-2005 account balance (pre-2005 deferrals, related COMPANY MATCHING CREDITS and related notional investment earnings, if any). Your election must be on file for at least 12 months before you are first eligible for a distribution.

If your most recent election was in effect less than 12 months before you retire or die, your pre-2005 account balance will be paid in accordance with any previous election that was on file for at least 12 months.

If no election has been on file for at least 12 months, your pre-2005 account balance will generally be paid in a single lump sum.

To change an election, complete the SSIP Pre 2005 Distribution Election Change Form as instructed. To obtain a form, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning; then click **Savings Summary** and select **Plan Information** under Resources or call HR Services at +1 866 374 2662.

You cannot change your distribution election once you have terminated.

### ***Installment Payments***

Annual installment elections that are made at the time of your initial eligibility become effective immediately.

You may choose annual installments if you, die, are eligible for long term disability, or retire as long as you affirmatively elect annual installments when you are first eligible or your election is on file at least 12 months before you are first eligible for a distribution. Under “How Benefits Are Paid”, see “Distribution Elections/Changes” on page 35 for important restrictions on your rights to change the method of payment for post-2004 account balance.

You may change the duration of annual installment payments as long as you have not separated from service or terminated. Your distribution election must be on file for 12 months to be effective.

Once your account is in payment status, your election is irrevocable.

Installments are processed annually in December.

If you elect to be paid out in annual installments, the unpaid balance in your account will continue to be notionally invested in notional shares of Marsh & McLennan Companies stock and any other available notional investment options that you have elected. The amount to be paid out each year will vary with the notional investment performance (including credited dividends and other earnings, gains or losses) of your account and

will be determined by dividing the account value on the relevant date by the remaining years of unpaid installments. Accordingly, the amount to be paid out each year may be more or less than the amount paid out in prior years.

If you die before receiving all your annual installments, your BENEFICIARY will receive the undistributed benefit in a single lump sum as soon as practicable following your death unless you have a valid distribution election on file indicating that your beneficiary should continue to receive annual installments.

Generally, your distribution will be paid by check and the portion of your account notionally invested in notional shares of Marsh & McLennan Companies stock will be paid in shares of Marsh & McLennan Companies stock (a book-entry account will be set up with the Company's TRANSFER AGENT). Note: The amount distributed will generally be subject to federal, state and/or local taxes.

### Post-2004 Account Balance

You may change the duration of your installment payments for your post-2004 account balance or change from installment payments to a single lump sum payment. The change to your post-2004 distribution election automatically dictates a change to the timing of your payment. Your first payment date under your changed distribution election must be at least five years after the first payment date under your previous distribution election. The five year delay will not apply in case of death or disability.

You may choose annual installment payments over a minimum of two years and up to a maximum of 15 years. A change in the method of payment automatically dictates a change to the timing of your payment. The timing of payment options are described below.

- If you previously elected to commence receiving a distribution immediately following the date you die, become disabled or separate from service on account of retirement or if you did not make any affirmative election, and **you have not previously changed your election**, then if you make a change in the method of payment:
  - (1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution immediately following the date you die or become disabled.
  - (2) In the case that you separate from service on account of retirement, you will receive your distribution immediately following the fifth anniversary of the date you separate from service on account of your retirement. Important Reminder: **If you have previously changed your distribution election**, your distribution cannot be made until an additional five years later for each change. For example, second change tenth anniversary, third change fifteenth anniversary, etc.

- If you previously elected to commence receiving your distribution in the first calendar quarter of the year following the date you die, become disabled or separate from service on account of retirement and **you have not previously changed your election** then if you make a change in the method of payment:

(1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution in the first calendar quarter of the year following the date you die or become disabled.

(2) In the case that you separate from service on account of retirement, you will receive your distribution in the first calendar quarter of the year following the fifth anniversary of the date you separate from service on account of your retirement. Important Reminder: **If you have previously changed your distribution election**, you must add five years for each change. For example, second change first calendar quarter of the year following the tenth anniversary, third change first calendar quarter of the year following the fifteenth anniversary, etc.

- If you previously elected to commence receiving your distribution in the first calendar quarter of the fifth year following the date you die, become disabled or separate from service on account of retirement and **you have not previously changed your election** then if you make a change in the method of payment:

(1) In the case that your death or becoming disabled triggers the payment of your Supplemental Savings & Investment Plan benefits, you will receive your distribution in the first calendar quarter of the fifth year following the date you die or become disabled.

(2) In the case that you separate from service on account of retirement, you will receive your distribution in the first calendar quarter of the year following the tenth anniversary of the date you separate from service on account of your retirement. Important Reminder: **If you have previously changed your distribution election**, you must add five years for each change. For example, second change first calendar quarter of the year following the fifteenth anniversary, third change first calendar quarter of the year following the twentieth anniversary, etc.

### Pre-2005 Account Balances

You may choose payments over a minimum of two years and up to a maximum of 15 years. The installments can begin:

- immediately following the date you retire or die;
- the first calendar quarter of the year following the date you retire or die;
- the first calendar quarter of the fifth year following the date you retire or die.

## Direct Deposit

This Plan does not allow benefit payments to be directly deposited into an account except for share transfers to a book entry account with the Company's TRANSFER AGENT.

## Distribution Delivery

A change in your method of payment automatically dictates a change to the timing of your payment.

Installment payments will begin according to your distribution election and each December thereafter.

Lump sum distributions are processed on a monthly basis. Any value of your notional investments other than notional shares of Marsh & McLennan Companies stock (after applicable tax withholdings from the distribution of your account) will be paid to you by check. A distribution statement will be mailed approximately five business days from the end of the month in which you become eligible for a distribution.

The portion of your account notionally invested in notional shares of Marsh & McLennan Companies stock will be paid in shares of Marsh & McLennan Companies stock; a book-entry account will be established with the Company's TRANSFER AGENT within two weeks after your distribution is processed.

## Rollovers

This is a non-qualified plan. Tax-deferred rollovers are not allowed.

## How Benefits Are Taxed

### *A Note on Taxes*

The tax laws are complicated and often change. None of the information in this section is intended to provide personal tax advice to any employee, terminated participant, or BENEFICIARY.

## Taxes on Deferrals

Deferrals in this Plan can only be made on a before-tax basis. The amount you defer under the Plan on a before-tax basis comes out of your paycheck before income taxes are applied, so you are paying income taxes on a lower amount; however, you owe FICA taxes currently on amounts deferred and on the value of the COMPANY CREDITS.

Deferrals and the Company Credits credited to your account are subject to FICA tax at the time such amounts are credited to your account.

## Taxes When Taking a Distribution

In general, any distribution you receive is taxable to you as ordinary income based on the value of the Marsh & McLennan Companies shares and cash distributed to you and is subject to applicable federal and state withholding. Marsh McLennan receives a tax deduction at that time corresponding to the amount of income you receive.

If all of your account is in notional shares of Marsh & McLennan Companies stock, shares will be withheld from the distribution to cover any applicable tax withholding liability on the payment and the remaining shares will be deposited in a book-entry account with the Company's TRANSFER AGENT. If your account is deemed invested in notional investment options other than Marsh & McLennan Companies Stock Units, you will be sent a check for the amount of your balance less any applicable tax withholding. If your account is deemed invested in both notional shares of Marsh & McLennan Companies stock and other available notional investment options, taxes will be withheld first from the other available notional investment options to cover the taxes on the entire distribution (including the value of the portion distributed in Marsh & McLennan Companies stock). If there is not enough cash to cover the full tax withholding obligation, then the number of shares of Marsh & McLennan Companies stock will be reduced to cover the balance.

Because the Plan is not a tax qualified plan, the special tax rules applicable to tax qualified plans (such as the 10% tax on early distributions, rollovers, exclusion of net unrealized appreciation of Company stock, special lump sum, and capital gains treatment) do not apply.

This tax information is based on present tax laws and is not intended to be a complete description of the tax consequences of participation or personalized tax advice. You may want to consult with a tax professional.

## In Case of Your Death

### ***Beneficiary Requirements***

You should choose a BENEFICIARY under the Plan. Under the Supplemental Savings & Investment Plan, if you do not actively name a beneficiary, your beneficiary will be your spouse if you are married and your estate if you are not married.

Your beneficiaries may include:

- named individuals.
- the executors or administrators of your estate.
- trustee(s) under your will or under a trust agreement.
- charitable organization(s).

### **Choosing a Beneficiary**

You may designate a BENEFICIARY online. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning. If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and select **Align**.

If you have completed a beneficiary designation form, prior to September 1, 2017, it will continue to be in effect until you make a change to your beneficiary designation online. This will ensure that your account balance will be distributed in accordance with your instructions in the event of your death.

You must make a beneficiary designation specified for the Supplemental Savings & Investment Plan, even if you are not currently participating in the Supplemental Savings & Investment Plan. Beneficiary designations made under the Marsh & McLennan Companies 401(k) Savings & Investment Plan do not apply to this Plan.

## Changing a Beneficiary

You can change your BENEFICIARY at any time online. If you are an active employee, go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Align** under Savings & Financial Planning. If you are a terminated employee, go to <https://careers.marshmclennan.com/global/en/us-benefits> and select **Align**.

If you have completed a beneficiary designation form, prior to September 1, 2017, it will continue to be in effect until you make a change to your beneficiary designation online. This will ensure that your account balance will be distributed in accordance with your instructions in the event of your death.

Be sure to keep your beneficiary designation up to date.

## No Beneficiary Named

Under the Supplemental Savings & Investment Plan, if you do not actively name a BENEFICIARY, your beneficiary will be your spouse if you are married and your estate if you are not married.

## Who Gets Your Benefit

If you die before you begin receiving your account, your BENEFICIARY will automatically receive your account balance.

The beneficiary that you designate online is the beneficiary for your Supplemental Savings & Investment Plan account. However, if you were a participant in the Johnson & Higgins Supplemental Executive Savings Plan ("J&H Plan") and have a valid beneficiary designation on file for that plan, that designation will remain in force until changed for your Supplemental Savings & Investment Plan balance (which includes the prior J&H Plan balance).

If you have completed a beneficiary designation form under the Supplemental Savings & Investment Plan prior to September 1, 2017, it will continue to be in effect until you make a change to your beneficiary designation online.

If you do not have a Supplemental Savings & Investment Plan Beneficiary Designation on file at the time of your death, any benefit payable to you under the Plan will be paid to your surviving spouse or, if you are not married at the time of your death, to your estate.



## How the Benefit Is Paid

Your BENEFICIARY will receive your account balance in accordance with the distribution option you selected.

If there is no valid distribution election on file, your benefit will be paid to your beneficiary in a single lump sum distribution of Marsh & McLennan Companies stock to the extent your account is notionally invested in notional shares of Marsh & McLennan Companies stock and by check for all other notional investment options.

## How to Apply for a Benefit

Your BENEFICIARY should contact HR SERVICES at +1 866 374 2662 to apply for a benefit. Before a benefit can be paid, your beneficiary has to provide:

- a certified death certificate and
- a copy of your marriage certificate, if the beneficiary is your surviving spouse and
- a copy of his or her birth certificate, if the beneficiary is a minor and
- proof of his or her own identity.

## When a Benefit Is Paid

Once a distribution has been requested and the BENEFICIARY has been confirmed, your beneficiary will usually be paid within 5 business days after the monthly processing cycle, unless payment is deferred in accordance with your distribution election on file.

## Taxes

Your entire account is subject to taxes. Because everyone's situation is unique, your BENEFICIARY should consult a tax professional to determine tax liability.

## Transfers to a Non-Participating Company

### ***How does transferring to a non-participating company affect my account in the Plan?***

If you have an account balance in the Plan prior to the date you transfer to a non-participating company, you will have access to your account, while you remain employed, to:

- reallocate the balance of your account among different investment options
- substitute one investment option for another (a "fund-to-fund" transfer).

Your account balance will continue to be affected by the investment performance of the investment options you elect.

You will not be able to take a full distribution of your account balance until you terminate employment from all companies within the Marsh McLennan controlled group.

## Leaving the Company

If you separate from service (voluntarily or involuntarily) and you are not eligible to retire, your post-2004 account balance will be distributed in a single LUMP SUM PAYMENT automatically.

If you terminate employment (voluntarily or involuntarily) and you are not eligible to retire, your pre-2005 account balance will be distributed in a single lump sum payment automatically.

## Notional Investment Direction for Contributions Following Rehire

Any contributions allocated to your account (for example, final pay/vacation pay) after your termination is processed, will be notionally invested according to your investment direction election on file at the time of your termination. You may transfer or reallocate the notional investments in your account on a daily basis, according to the Plan's rules.

If you are rehired, you will be able to elect the notional investment direction of your future deferrals and COMPANY CREDITS. If no notional investment direction election is made upon rehire, deferrals will be notionally invested automatically in the Plan's default fund, one of the BlackRock LifePath Dynamic Funds (one of the BlackRock LifePath Dynamic Funds that most closely matches your RETIREMENT year – based on the Plan's normal retirement age of 65).

## Reporting a Change in Address

If you currently work for the Company, you must report your address change to HR SERVICES at +1 866 374 2662.

If you no longer work for the Company, you must call and report your address change to HR Services at +1 866 374 2662 or update your account on the Alight website.

If you are receiving installments or you have a book-entry account with the Company's TRANSFER AGENT and you need to report an address change, contact HR Services at +1 866 374 2662 and the Company's transfer agent at +1 800 468 9716.

## Account Information

The Plan Administrator provides information through the Supplemental Savings & Investment Plan's website and HR SERVICES. You can access information and conduct Plan transactions by going online to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>) for active employees and go to <https://careers.marshmcclennan.com/global/en/us-benefits> and select **Align** for terminated employees, or by calling HR Services at +1 866 374 2662.

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### Online Systems and HR Services (+1 866 374 2662)

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Transactions available through the Voice Response System or HR Services	<ul style="list-style-type: none"> <li>account balances</li> </ul>
Transactions available through the Plan's Website or HR Services	<ul style="list-style-type: none"> <li>deferral rate change during ANNUAL ENROLLMENT</li> <li>notional investment direction that applies to both future deferrals and COMPANY CREDITS</li> <li>fund to fund transfer</li> <li>fund reallocation</li> <li>beneficiary designation</li> </ul>
How to reach	<p>Call HR Services at +1 866 374 2662 or visit the Plan's website online.</p> <ul style="list-style-type: none"> <li>If you are an active employee, go to Colleague Connect (<a href="https://mmcglobal.sharepoint.com/sites/Home">https://mmcglobal.sharepoint.com/sites/Home</a>). Select <b>Pay &amp; Benefits</b>, and click <b>My Pay &amp; Benefits</b>, select <b>Align</b> under Savings &amp; Financial Planning.</li> <li>If you are a terminated employee, go to <a href="https://careers.marshmcclennan.com/global/en/us-benefits">https://careers.marshmcclennan.com/global/en/us-benefits</a> and select <b>Align</b>.</li> </ul>
Hours of operation	<p><b>Plan's Website:</b> 24 hours a day, seven days a week</p> <p><b>HR Services:</b> 8 a.m. – 8 p.m. Eastern time, any business day</p>

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**Online Systems and HR Services (+1 866 374 2662)**


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Accessing your account	Accessing your account	<p><b>Online:</b> Colleague Connect (<a href="https://mmcglobal.sharepoint.com/sites/Home">https://mmcglobal.sharepoint.com/sites/Home</a>).</p> <p><b>If you do not have access to Colleague Connect:</b></p> <p>Online at <a href="http://digital.alight.com/marshmclennan">http://digital.alight.com/marshmclennan</a></p> <p>The first time you visit the website, you will need to click <b>New User?</b> where you will be prompted to enter the last four digits of your Social Security number and your birth date to authenticate your identity. If you have an account balance in another employer's qualified or nonqualified plan for which Alight is the recordkeeper, you will not see the account balance for that plan. <b>By phone:</b> +1 866 374 2662</p> <p>When you contact Alight for the first time, you'll be prompted to create a new PIN for your account access by phone.</p>
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## Grandfathered Portion of Account

The distributions paid to you from this Plan are considered wages paid to you by the Company. The Company receives a corporate income tax deduction for the amount paid to you subject to certain limits under the Internal Revenue Code.

Due to certain changes in tax law relating to these corporate tax deductions, there is a recordkeeping distinction in the treatment of Plan benefits accrued prior to November 2, 2017 (grandfathered accounts) as compared to benefits accrued after that date. ***If you have grandfathered accrued benefits***, the following changes were made to your account to distinguish between the grandfathered (pre-November 2, 2017) accrued benefits and the non-grandfathered (November 3, 2017 and after) accrued benefits.

- Your accrued benefit balance as of November 2, 2017 was transferred to a grandfathered source(s), meaning it will remain separately identifiable.
- Your November 3, 2017 non-grandfathered accrued benefits with attributable earnings will be maintained in non-grandfathered source(s).

**These tax-law-driven changes do not affect your participation in the Plan, your opportunity to defer base pay and receive Company matching credits and fixed Company credits under the Plan, the amount credited to your account balances under the Plan, or any of the rules applicable to the distribution of your account balances under the Plan.**

## Account Updating

Your account is valued daily. “Valued” means that the book-entry account the Company maintains for you is updated to reflect account activity and notional investment gains and losses.

## Account Statements

You will receive a quarterly account statement showing all activity. Each January, you will automatically be mailed a paper version of your fourth quarter account statement. All other quarterly account statements can be viewed online by following the directions below.

If you are an active participant you can access your quarterly account statement online. Go to Colleague Connect (<https://mmcglobal.sharepoint.com/sites/Home>). Select **Pay & Benefits**, and click **My Pay & Benefits**, select **Alight** under Savings & Financial Planning; then click **Account Statements** at the bottom of the Savings landing page.

If you are a terminated participant you can access your quarterly account statement online. Go to <https://careers.marshmcclennan.com/global/en/us-benefits> and select **Alight**; then click **Account Statements** at the bottom of the Savings landing page.

To obtain a copy of the Statement Definitions, go to the Alight website under **Savings Summary** and click **Plan Information** under Resources.

Your quarterly statement will be delivered to your Secure Mailbox on the Alight website. You may also elect to receive paper delivery of your quarterly account statement.

## Miscellaneous

### *Unfunded Plan*

The Supplemental Savings & Investment Plan is an unfunded plan. All deferrals under the Plan are credited to bookkeeping accounts. The Company is not obligated to actually purchase or hold any particular investments to fund the benefits due under the Plan. Your benefits will be paid from general assets of the Company, or from the assets of a grantor trust (“rabbi trust”) established to assist the Company in meeting its liabilities under this Plan. The assets of the trust are subject to the claims of the Company’s creditors in the event of the Company’s bankruptcy or insolvency. Your right to payment under the Plan is the same as the right of an unsecured, general creditor of the Company.

## Account and Investment Management Fees

Generally, the Company pays the administrative expenses related to operating the Plan and the participants pay the investment management fees. However, you indirectly bear certain administrative costs that are paid from the investment management fees charged by certain notional funds offered in the Plan. In addition, certain expenses may be charged directly to your account based on certain account transactions.

When you invest in a notional fund other than the MMC Stock Fund, there is a fee charged as a percentage of assets invested. That fee is reflected as an offset to the

notional fund's investment returns. The fees charged by each notional fund are shown in the notional fund's Fund Fact Sheet. That fee covers the notional fund's investment management expenses, and for some notional funds, a portion of that fee may also be used to cover certain administrative costs of the Plan. Since the fee offsets the investment returns, this fee commensurately lowers the investment returns for that notional investment fund and thus your total account value.

If the portion of the investment management fee set aside to cover administrative costs exceeds those administrative costs for a particular year, the excess amount will be reflected in your account at the time the allocation is made to the actual fund, if applicable.

The Plan Administrator determines how to reasonably charge expenses to accounts, including accounts of terminated participants, beneficiaries and alternate payees. If the Company ceases to pay Plan expenses, Plan expenses will be charged to Plan accounts in a reasonable manner to be determined by the Plan Administrator.

## **Failure to Comply with Requirements of IRC Section 409A**

Full operational compliance with IRC Section 409A is required. In the event it is determined that the Supplemental Savings & Investment Plan fails to comply with the requirements of IRC Section 409A, a single lump sum distribution must be paid to affected participants.

## **Change in Control**

Change in control shall have occurred if any "person", as such term is used in Sections 13(d) and 14(d) of the Securities Exchange Act of 1934, as amended (the "Exchange Act") (other than the Company, any trustee or other fiduciary holding securities under an employee benefit plan of the Company or any company owned, directly or indirectly, by the stockholders of the Company in substantially the same proportions as their ownership of stock of the Company), is or becomes the "beneficial owner", directly or indirectly, of securities of the Company representing 50% or more of the combined voting power of the Company's then outstanding securities.

Notwithstanding any contrary provision of the Plan, immediately upon the occurrence of a Change in Control, the Company shall pay, to each Supplemental Savings & Investment Plan participant, such participant's Supplemental Savings & Investment Plan benefit in a single distribution of shares of Marsh & McLennan Companies Stock in respect of notional shares of Marsh & McLennan Companies stock and a lump sum cash payment equal to the value of such participant's other notional investments or to the extent all of the shares of Marsh & McLennan Companies Stock have been changed, exchanged or converted into cash, property or other securities of the Company in connection with such Change in Control, in such cash, property or other securities to which such Supplemental Savings & Investment Plan participant would have been entitled if the Supplemental Savings & Investment Plan benefit had been paid in the manner as set forth prior to the Change in Control.

### **Amendment and Termination of the Plan**

The Company may at any time amend the Plan, retroactively or otherwise, in any respect or terminate the Plan. However, no such amendment or termination shall reduce any Supplemental Savings & Investment Plan participant's benefit determined as though the date of such amendment or termination were the date of participant's termination of employment. No amendment shall increase Plan benefits, or broaden Plan eligibility, without action by the Board of Directors of the Company.

Additional notional shares of Marsh & McLennan Companies stock and notional investment options shall continue to be credited to each Supplemental Savings & Investment Plan account as dividend reinvestments until such time as such account is terminated.

Provided the circumstances of the Plan's termination satisfy special requirements under Treasury regulations issued under IRC Section 409A, the Company has discretion upon Plan termination or any time thereafter to pay to every Supplemental Savings & Investment Plan participant (or BENEFICIARY) in a single distribution a number of shares of Marsh & McLennan Companies stock equal to the number of notional shares of Marsh & McLennan Companies stock then standing as credited to the participant's Supplemental Savings & Investment Plan account and a lump sum cash payment equal to the notional investment options value of any notional investment options, whereupon all Supplemental Savings & Investment Plan accounts shall be terminated.

Any termination of the Plan by the Company shall be binding upon each Participating Company.

### **Future Fund Reallocation and/or Transfers in the Event of Plan Termination**

If the Plan is terminated or liquidated and the special conditions under Treasury regulations under IRC Section 409A are not satisfied, no more eligible employees shall be allowed in the Plan. Deferrals and COMPANY CREDITS would also cease. Participants that were in the Plan would continue to be notionally invested in the notional investment funds until their Plan accounts are distributed in the normal course.



## Glossary

### ANNUAL ENROLLMENT

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The period of time each year designated by the Company when you may generally enroll in plans and make changes to your benefit elections, if allowed by the plan.

### BENEFICIARY

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The person or entity you designate (or who, under the terms of the plan, will) receive your remaining account balance, if any, after you die.

### COMPANY CREDITS

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On and after January 1, 2017, Company Credits refers collectively to Company matching credits and fixed Company credits.

### COMPANY MATCHING CREDITS

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Company Matching Credits refers collectively to the core Company matching credits contributed each pay period and annual discretionary performance-based Company matching credits paid in the first quarter of the following year (that were contributed in Plan years 2006, 2007 and 2008). On and after January 1, 2009, core Company matching credits are referred to as Company matching credits.

### COMPENSATION OR CONTRIBUTION LIMITS

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The applicable IRS compensation or contribution limits that can be reached under the Marsh & McLennan Companies 401(k) Savings & Investment Plan and can result in the commencement of deferrals and/or Company credits under this Plan are:

- limit on before-tax and/or Roth 401(k) contributions: \$23,500 plus \$7,500 in catch-up and/or Roth catch-up contributions (total of \$31,000) in the 2025 calendar year (Before-tax and/or Roth 401(k) contributions to a prior employer's plan in 2025 also count toward the IRS limit. You are responsible for coordinating your Marsh & McLennan Companies 401(k) Savings & Investment Plan contributions and taking into account any contributions made to a prior employer's plan in the same calendar year.)
- covered compensation limit: for January 1, 2025 to December 31, 2025, the limit is \$350,000.
- In addition, IRS rules limit the total contributions (both yours and the Company's) to the Marsh & McLennan Companies 401(k) Savings & Investment Plan and any affiliated company defined contribution plans to the lesser of 100% of total compensation or \$70,000 for the 2025 calendar year.

### COMPENSATION LIMIT

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The Compensation Limit is the IRS limit on compensation eligible for consideration under plans like the Marsh & McLennan Companies 401(k) Savings & Investment Plan. The annual base pay that exceeds the annual Compensation Limit is eligible for deferral into the Supplemental Savings & Investment Plan. The 2024 Compensation Limit is base pay in excess of \$350,000. The Compensation Limit will increase in future years as IRS limits increase.

## FIXED COMPANY CREDITS

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Once you have completed one year of Vesting service, if you are employed by an eligible participating company, you will receive a fixed Company credit each pay period to the Plan equal to 4% of your eligible base pay for such pay period, whether or not you elect to make employee deferrals to the Plan. (For rehired employees, transferees and employees of acquired businesses, prior service may count toward the one year of vesting service.) These credits are referred to as “fixed Company credits.”

For purposes of fixed Company credits:

- Eligible base pay is limited to amounts over the IRS limit on compensation (\$350,000 for 2025) that may be considered under the Marsh & McLennan Companies 401(k) Savings & Investment Plan.
- Eligible participating companies include all MMC companies except Marsh & McLennan Agency LLC.

## HR SERVICES

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Marsh McLennan HR Services

Phone: +1 866 374 2662

## LUMP SUM PAYMENT

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Payment of your entire benefit.

## RETIREMENT

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You are considered a retired employee when you terminate your employment with the Company if:

- you are at least age 55 with 5 years of vested service.
- you are age 65 or above.

## TRANSFER AGENT

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EQ Shareowner Services

Phone: +1 800 457 8968

## VESTING SERVICE

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Vesting service generally includes the years of service based on your regular or temporary employment with the Company. Vesting service is used to determine when you qualify for Company credits.